153

Missionaries' Salaries, Terms *of* Service, Etc.

REVISED MARCH, 1909

Prepared under the direction of the Committee on Salaries, Furloughs, etc., Conference of Foreign Missions Boards, United States and Canada

Rev. Cornelius H. Patton, D.D., *Chairman*

Rev. T. E. Egerton Shore
Rev. S. H. Chester, D.D.
Robert E. Speer
Rev. A. B. Leonard, D.D.
Rev. F. P. Haggard
John W. Wood
W. Henry Grant

FOREWORD

"Table A" and "Table B" and the "Notes" are founded on Twenty-six Questions which are contained in full in the "Notes." Where no additional information is given with respect to the answer of any Board in the "Notes" the question may be considered to have been fully answered in Tables "A" and "B." The explanations are so numerous that in any specific case after consulting the tabular statement it is well to look in the "Notes."

Much of the data contained in this report was collected and tabulated by Rev. T. E. Egerton Shore, D.D., of Toronto, in his report to the Fifteenth Conference of Foreign Missions Boards, 1908; some additions and corrections have been made by the secretary of the Conference, and the general subject dealt with in the Report of the Special Committee on Salaries, etc., to the Sixteenth Conference, 1909.

As this report represents the fourth correction, it is important that it be closely studied by each Board and that the Secretary of Boards' Conference should be immediately informed of any changes made since the Boards' Conference, January 13-14, 1909, so that the next edition may contain any additional changes made during the year.

The answers to Question No. 24, "Length of Furlough," sometimes refer to the period from the date of the missionary's leaving his Mission Station till he returns to his Station; more generally his furlough is reckoned from the date of his arrival in America or Canada till he again sails. Thus the indefinite period put down in the tabular statement "12-14" (months) may cover a variety of cases. In the case of India, absences from Stations are more generally 18½ months. There are also differences between the first, second and third furloughs which have an important bearing on getting children settled in school in the home land.

W. Henry Grant.

Table A—SALARIES BY FIELDS QUESTIONS 1 AND 7 (Graded Salaries, See Note 2)	SINGLE MAN SALARY MIN.	SINGLE MAN SALARY MAX.	SIN. WOMAN SALARY MIN.	SIN. WOMAN SALARY MAX.	MARRIED COUPLE SAL. MIN.	MARRIED COUPLE SAL. MAX.	(7) CHILDREN
JAPAN.	$	$	$	$	$	$	$
American Board, all stations.....	750	850	625	.....	1200	1250	5%-200
Amer. Bapt. M. U., all stations..	720	1440	600	.....	960	1500	none
Southern Baptist Convention.....	600	.....	600	600	1200	.....	100
Christian Church, all stations...	600	800	500	.....	800	900	50
For. Chris. Miss'y. So. (Disciples)..	600	.....	...	900	100	.....	100
Protestant Episcopal.....	750	1100	650	.....	1250	1750	50-250
American Friends	.....	.....	300	.....	900	.....	.....
Lutheran, South, United Synod....	800	1200	....	750	1200	1400	.....
Methodist Episcopal, all stations.	750	.....	600	750	1200	.....	100
Methodist Episcopal, South.....	600	750	600	.....	1000	1300	100-150
Methodist, Canada	600	700	600	.....	1000	1250	50-150
Methodist Protestant	.....	.....	....	286	800	1200	.....
Free Methodist	250	250	250	600	500	500	25
Evangelical Association	500	600	500	.....	800	1200	75
Presbyterian, U. S. A., all stations	650	.....	600	.....	1300	.....	100-150
Cumberland, all stations.....	666	.....	600	.....	1000	.....	50-100
Presbyt'n, U. S., So., all stations..	600	.....	600	.....	1100	.....	100-125
Presbyterian Church in Canada...	1000	.....	600	.....	1400	.....	40
Ref. Ch. Amer., all stations.....	700	.....	600	.....	1200	.....	100-150
Ref. Ch., U. S., Sendai, all stations	700	.....	600	.....	1200	.....	100
United Brethren	800	.....	....	.....	1000	1250	.....
Inter. Com., Y. M. C. A.....	725	1000	....	.....	1100	1500	100-200
Christian Miss. Alliance.....	400	.....	400	.....	800	.....	60-100
KOREA.				750			
Methodist Episcopal	750	.....	600	750	1200	.....	125
Methodist Episcopal, South.....	600	750	600	.....	1000	1300	100-150
Presbyterian, U. S. A.....	625	.....	650	.....	1350	.....	100
Presbyterian, U. S., South.....	600	.....	600	.....	1100	.....	100-125
Presbyterian, Canada	.....	.....	....	.....	1000	.....	40
Inter. Com. Y. M. C. A.....	725	1000	....		1100	1500	100-200
CHINA.							
American Board, Peking	500	.....	500	.....	1000	.....	.....
American Board, Fokien	500	550	500	.....	1000	.....	.....
American Board, Shansi	.....	700	500	.....	1000	.....	.....
American Baptist M. U.....	800	1600	700	.....	1000	1500	none
So. Bap. Conv., Shantung & Cant'n	500	.....	600	.....	1000	.....	100
Seventh Day Bapt.....	.....	.....	600	.....	1000	.....	.....
For. Ch. M. S. (Disciples) Central.	600	800	600	.....	1000	.....	100
Protestant Episcopal.....	750	1100	650	900	1250	1750	50-250
American Friends.....	.....	.....	....	.....	.....	.....	.....
Unit. Syn. Lutheran, South.....	.....	.....	....	.....	.....	.....	.....
Methodist Episcopal, Peking.....	750	.....	600	750	1200	.....	100
Meth. Epis., Yangtse & Fokien..	750	.....	600	750	1100	.....	100
Methodist Episcopal, South.....	600	750	600	750	1000	1300	100-150
Methodist, Canada, Chentu	500	.....	500	.....	800	1000	50-150
Free Methodist	250	.....	250	.....	500		25
Presbyterian, U. S. A., Canton ...	500	550	500	550	1000	1100	100-150
Presbyterian, U. S. A., Central ..	733	.....	550	.....	1100	.....	100
Presby., Cumberland, Shantung...	666	.....	600	.....	1000	.....	50-100
Presby., South, Central.....	500	.....	500	.....	900	.....	100-125
Presby., Canada, Honan & Canton	800	.....	500	.....	1200	.....	40
Reform. Ch. in Amer., Fokien....	700	.....	600	.....	1100	.....	100
Reformed Church, U. S.....	700	.....	600	.....	1200	.....	.....
Reform. Presby. (Covn.), Canton	600	.....	600	.....	1000	.....	5-90
Reform. Presby. Gen. Synod....	.....	.....	....	.....	.....	.....	.....
United Brethren	500	500	500	.....	1000	.....	.....
United Evangel. Church.....	533.33	900	533.33	900	800	1200	.....
International Committee	725	1000	....	.....	1100	1500	100-200
Christian and Missy. Alliance....	300	.....	300	.....	600	.....	60-100
SIAM, MALAY, MICRONESIA, NEW HEBRIDES, BURMA.							
American Board, Micronesia.....	350	.....	300	.....	600	700	.....
American Baptist M. U.....	.....	.....	....	.....	.....	.....	.....
Meth. Episc., Malay Peninsula....	780	.....	600	.....	1200	.....	120
Presbyterian, U. S. A., Siam.....	537	575	575	.....	1075	1150	100-150
Presbyterian, U. S. A., Laos.....	612	.....	612	.....	1225	.....	100-150
Presby. (Canada) New Hebrides..	.....	.....	....	.....	975	.....	48
Inter. Com. Y. M. C. A.....	.....	.....	....	.....	.....	.....	.....
PHILIPPINES.							
American Board	750	.....	....	.....	.....	1500	5%-200
Amer. Bapt. M. U.....	800	1400	700	.....	1000	1500	.....
Disciples	600	.....	....	.....	1200	.....	100-100
Protestant Episcopal.....	1000	1200	800	950	1600	1850	50-250
United Brethren.....	625	625	625	625	1250	.....	.....
INDIA, ASSAM AND CEYLON.							
American Board, Marathi	480	.....	480	.....	960	1320	.....
American Board, Madura	650	.....	500	.....	.....	1125	.....

Table A—SALARIES BY FIELDS QUESTIONS 1 AND 7 (Graded Salaries, See Note 2)	SINGLE MAN SALARY		SIN. WOMAN SALARY		MARRIED COUPLE SAL.		(7) CHILDREN
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX	
	$	$	$	$	$	$	$
American Board, Ceylon	.....	.....	648	.....	.....	1297	.....
Am. Bap. M. U. India & Assam	600	1200[2]	500	.....	800	1500	none
United Bapt., Canada, Telugu	500	750	300	500	800	1200	none
Free Bapt., Lower Bengal	550	780[2]	450	.....	800	1200[2]	60
Free Baptist	.....	780	500	.....	800	1000	60
F. C. M. S. Disc., Cent'l Provinces.	600	800	600	.....	1000	.....	100
Reformed Episcopal	.....	.....	350	.....	750	.....	.....
Amer. Friends	.....	.....	.....	.....	.....	.....	.....
Luth., Gen. Synod, Guntur	600	1000	500	700	900	1800	50–150
Luth. Gen. Council	600	900	500	600	800	1200	100
German Evang. Synod	500	.....	400	.....	850	.....	60–140
Methodist Episcopal	rs1560	*rs1800	650	.....	rs2160	rs2475	rs225–235
Free Methodist	250	.....	250	.....	500	520	25 each
Presby., U. S. A. (Kolhapur N. W. P. Punjab)	540	720	540	720	1080	.....	100-150
Presby. (Canada), Cent. India	800	.....	730	.....	1200	.....	100
Reformed Church in America	800	.....	650	.....	1200	.....	100–150
Reformed Presby. General Synod	.....	.....	.....	.....	.....	.....	.....
United Presby., No. Punjab	900	.....	500	.....	1200	.....	100
Int. Com., Y. M. C. A.	.....	.....	.....	.....	.....	.....	.....
Christian and Missionary Alliance	300	.....	300	.....	600	.....	60–100
EGYPT, SYRIA, TURKEY, BULGARIA, PERSIA.							
Amer. Board, Turkey & Bulgaria.	440	550	440	500	814	1540	.....
Amer. Board, Austria, Prague	.....	.....	.....	.....	.....	1300	.....
Amer. Board, Spain	.....	.....	600	.....	.....	.....	.....
For. Chris. Mis. Soc'y (Disciples).	600	.....	600	.....	1000	.....	100
Methodist Episcopal	.....	.....	600	.....	1000	.....	100
Presbyterian, U. S. A., Syria	444	555	444	555	888	1111	100–150
Presbyterian, U. S. A., Persia	462.50	700	462.50	700	925	1400	100–150
Reformed Ch., America, Arabia	700	.....	600	.....	1200	.....	100–150
Ref. Presbyterian (Covenanter)	600	.....	600	.....	1100	.....	5–90
United Presby., Egypt	900	.....	550	.....	1400	.....	100
Arabian Mission	400	.....	.....	.....	.....	.....	.....
Christian and Missionary Alliance	400	.....	400	.....	800	.....	60-100
AFRICA.							
American Board, Zulu	500	.....	.....	500	1150	1400	.....
Amer. Bd., Bailundu & W. Central	650	.....	.....	500	1000	1050	.....
Amer. Board, East Central	500	.....	.....	500	.....	1000	.....
American Baptist, M. U., Congo	700	.....	500	.....	1050	1050	100
Southern Baptist Convention	500	.....	.....	.....	1000	.....	100
Baptist, Ontario and Quebec	500	750	500	500	800	1200	.....
Free Baptists	400	.....	500	.....	800	.....	.....
For. Chris. M. S. (Disciples)	600	.....	400	.....	1000	.....	100
Protestant Episcopal, Liberia	800	.....	450	.....	1200	.....	50–250
Lutheran, Gen. Synod, Muhlenberg	650	1000	500	700	950	1800	50–150
Methodist Episcopal	.....	.....	.....	.....	.....	.....	.....
Free Methodist	250	.....	250	.....	500	600	25 each
Wesleyan Methodist, Bombali	300	.....	300	.....	500	.....	.....
African Methodist	.....	.....	.....	.....	.....	.....	.....
Presbyterian, U. S. A., W. Cent.	450	.....	450	.....	900	.....	100
Presbyterian, U. S. (South)	*1	.....	.....	.....	.....	.....	.....
United Brethren	400	700	.....	.....	850	1200	.....
Internat. Committee, Y. M. C. A.	725	1000	.....	.....	1100	1500	100–200
Christian and Missionary Alliance	300	.....	300	.....	600	.....	60–100
MEXICO AND SOUTH AMERICA.							
American Board. Mexico	600	.....	.....	.....	1200	.....	50-200
Southern Baptist Conv., Mexico	600	.....	600	.....	1200	.....	100
Southern Baptist Conv., Brazil	600	†25%	600	†25%	1200	†25%	100
Baptist (Ont. and Que.) So. Am.	500	750	500	750	800	1200	.....
Protestant Episcopal, Mexico	Partly	paid by	local	congr	egations	.....	.....
Protestant Episcopal, Brazil	750	1100	650	900	1250	1750	50–250
American Friends, Mexico	.....	.....	.....	.....	.....	.....	.....
Methodist Episcopal, Mexico	750	city900	600	750	1250	.....	100
Methodist Episcopal, So. America	750	.....	600	750	1250	.....	100
Meth. Episcopal (South), Mexico.	600	.....	600	.....	1000	.....	100
Meth. Episcopal (South), Brazil.	750	.....	750	.....	1200	.....	100
African Methodist, South America	.....	.....	.....	.....	.....	.....	.....
Presbyterian, U. S. A., Brazil	750	750	750	750	1500	.....	100
Presbyterian, U. S. A., Mexico	.....	.....	.....	.....	.....	.....	.....
Presbyterian, U. S. A., Chili	725	775	725	775	1450	1550	100–150
Presbyterian, U. S. A., Colombia	500	575	500	575	1000	1150	100–150
Presbyterian, U. S. A., Guatemala	750	.....	750	.....	1500	.....	100–150
Cumberland Presby., Mexico	600	.....	600	.....	900	.....	50–100
Presby. (U. S., South), Mex.-S. A.	.....	600	.....	500	1150	1500	100–125
Presbyterian (Canada), Trinidad.	.....	.....	400	.....	1460	.....	.....
Associate Reformed Ch., Mexico.	.....	.....	.....	.....	.....	.....	.....
Reformed Presby. (Covn.), Mexico	.....	.....	.....	.....	.....	.....	.....
International Com. Y. M. C. A.	725	1000	.....	.....	1100	1500	100–200
Christian and Missionary Alliance	.....	.....	.....	.....	.....	.....	.....
Argentine	400	.....	400	.....	800	.....	60–100
Equador	300	.....	300	.....	600	.....	60–100
Venezuela	300	.....	300	.....	600	.....	60–100

Table B

No.	DENOMINATION	3 OUTFIT: Single Men	Single Wo.	Mar.	Med. Outfit	4 FREIGHT: Each Missy.	5 CUSTOMS: For	US	6 HOME SALARY: Single Men	Single Women	Married	7 CHILDREN'S ALLOWANCE ON THE FIELD: Age	Amt	Age	Amt	Age	Amt	Age	Amt	7 CHILDREN'S ALLOWANCE Absent from Parents or in U. S. or Canada: Age	Amt	Age	Amt	Age	Amt	8 Refit	9 Freight on Furlough	10 Furniture Property of	12 House or Rent	17 Language Teacher	20 Sanitaria	21 Health Trips or Vacation Allow.	22 Schools for Children	23 TERMS of SERVICE: 1st	2d	3d	24 Length of Furlough, Months Absent from Station. Approx.	25 Retiring Allowance	26 Salary During Transit
1	American Board	$300	$250	$650[3]	. .	3 Ton	. .	. .	$450[6]	$450[6]	$900[6]	1- 7	5%	8–14	10%	15–20	15%	. . .	.[7]	1-7	$ 100	8–14	$150	15–20	$250[7]	½*	Y[9]	M[10]	Y	Y	Y	Y	.	8	10	10	12	. .	N
2	American Baptist M. Union	150	200	300	$300	2 Ton	5	0	500	400	800	Y	0	. . .	. .	. . .	. .	. . .	.[7]	. . .	100	. . .	. . .	L	. . .	0	Y[9]	M[10]	Y	Y	Y[20]	Y[21]	.	7[23]	.	*[23]	18	. .	N
3	Southern Baptist Convention	100	100	200	. .	NF	0	0	500	500	1000	1–10	100	11–18	150	. . .	. .	. . .	. .	1–10	100	11–18	150	. . .	. . .	0	0	M	Y	Y	0	Sp	Y	7	.	[23]	12	. .	. .
4	Baptist, Ontario and Quebec	Loan[10]	Loan[10]	Loan[10 3]	. .	In	0	0[5]	400[6]	300	750	. . .	0	. . .	. .	. . .	. .	. . .	.[7]	. . .	50	. . .	. . .	. . .	. . .	0	0[9]	B[10]	Y	Y	0	0	Y	7*	.	[23]	12–18	. .	. .
5	United Bap., Can. (Maritime Prov)					Travel[4]	0	0[5]	400[6]	300	750[6]	. . .	0	. . .	. .	. . .	. .	. . .	.*[7]	. . .	50	7	. .	. . .	. . .	0	0[9]	B[10]	Y	2 yr-$50 1 yr- 70	0	0	.	7	.	. .	18	. .	. .
6	Free Baptist	100	100	200	. .	0	0	0	400[6]	400	800	1–17	60	. . .	. .	. . .	. .	. . .	.*[7]	. . .	60	. . .	. . .	. . .	. . .	0	0	M	.	0	Y[20]	Sp	.	8½	.	[23]	NF	. .	. .
7	Seventh Day Baptist	Don	a t i o	ns	. .	NL	Y	Y	[6]	300	500	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. . .	. . .	. . .	NF[8]	Y	B	Y	$50	. . .	Y	.	10	.	. .	6–12	. .	. .
8	National Baptist Convention	. . .	. . .	. . .	. .	. . .	. .	. .	. . .	. . .	. . .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. . .	. . .	. . .	. .	. .	. .	. .	. . .	. .	. .	.	. .	.	. .	. .	. .	. .
9	Christian Church	NF	NF	NF[3]	. .	NL	. .	Y	400	350	700	1–18	50	. . .	. .	. . .	. .	. . .	. .	1–18	50	. . .	. . .	. . .	. . .	0	Y	B	Y	Y	0	Sp	0	6–10	10	10[23]	3–12	. .	N
10	Disciples For. Christian Missy. Soc.	100	100	200	. .	100	Y	Y	600	600	1000–1200	. . .	100	. . .	. .	. . .	. .	. . .	. .	. . .	150	. . .	. . .	. . .	. . .	0	Y	M	Y	Y	0	Y	0	5–7	7	. .	12–18	. .	N
11	Canadian Bap. Church Missy. Soc.	. . .	. . .	. . .	. .	. . .	. .	. .	. . .	. . .	. . .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. . .	. . .	. . .	. .	. .	. .	. .	. . .	. .	. .	.	. .	.	. .	. .	. .	. .
12	Church of England in Canada	. . .	. . .	. . .	. .	. . .	. .	. .	. . .	. . .	. . .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. . .	. . .	. . .	. .	. .	. .	. .	. . .	. .	. .	.	. .	.	. .	. .	. .	N
13	Protestant Episcopal	150	150	450	250	0[4]	0	0	750–1100	650–900	1250–1750	6–12	50	13–21	100	. . .	. .	. . .	.*[7]	. . .	250	Lim. 2	. .	. . .	. . .	0	0	M	Y	Y	Y	Rent	0	5–7	.	[23]	12	. .	N
14	Reformed Episcopal	NF	NF	NF	. .	NF	Y[5]	Y	[6]	315	675	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. . .	Y	Y	B	Y	0	0	0	0	NF	. .	. .	NF	. .	N
15	American Friends	0	0	0[3]	. .	Y	Y	. .	[6]	. . .	. . .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. . .	0	. .	B	Y	Y	0	Sp	Y	5	.	. .	NF	. .	Y
16	Lutheran, General Synod	100	100	150	. .	NF	. .	. .	¾[6]	½	¾	1–4	50	5–8	75	9–12	100	13–16	150	1–7	100	8–12	125	13–16	150[7]	. .	. .	. .	. .	. . .	. .	Sp	.	8	7	6	15–24	. .	Y
17	Lutheran, General Council	100	100	200	. .	NF	0	0	¾[6]	¾	¾	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	7–18	100	. . .	. . .	. .	Sp	M	Y	Y	Sp	Y	0	8	7	7[23]	18	. .	Y[26]
18	German Evangelical Synod	200	200	400	. .	IT	. .	. .	[6]	. . .	. . .	. . .	60	. . .	. .	. . .	. .	. . .	. .	. . .	100	. . .	140	. . .	. . .	0	0	M	Y	Y	0	Y	0	8	12	12	18	. .	. .
19	Lutheran, South, United Synod	100	100	NF	. .	NL	Y	0	¾	. . .	¾	. . .	N	N	N	N	N	N	N	. . .	. .	. . .	. .	. . .	. . .	Y	Sp	M	Y	Y	0	Sp	0	8	8	8	14	. .	N
20	Methodist Episcopal	0	300	0[3]	. .	3 Ton	Y	Y	600–800[6]	600–800	900–1000[6]	1–21	100	. . .	. .	. . .	. .	. . .	.[7]	. . .	. .	. . .	. .	. . .	. . .	0	1Ton	B	Y	Y	Y	Sp	0	NF	.	[23]	NF	. .	Y
21	Methodist Episcopal, South	150[3]	150[3]	300[3]	. .	0[4]	0[5]	. .	600	600	1000	1–10	100	11–18	150	. . .	. .	. . .	.[7]	1–14	100	15–21	150	Sch'l	. . .	0	0	M	Y	Y	0	. . .	0	7	.	. .	14	. .	N
22	Methodist, Canada	150[3]	100	300[3]	. .	NL	Y	0	500	300	900	1–6	50	7–12	100	13–18	150	. . .	. .	1–6	50	7–12	100	13–18	150	0	. .	. .	Y	Y	0	0	Y	7–10	.	[23]	12	. .	N
23	Methodist, Protestant	0[3]	0	0	. .	NL	0	0	. . .	. . .	900–1200	. . .	0	. . .	. .	. . .	. .	. . .	. .	. . .	0	. . .	. . .	. . .	. . .	0	Y	0	Y	Y	0	0	0	7	8	8	6–12	. .	Y
24	Free Methodist	125	125	250[3]	. .	NF	0	0	128	125[6]	250–500	. . .	25	. . .	. .	. . .	. .	. . .	. .	. . .	25	. . .	. . .	. . .	. . .	0	Y	M	Y	Y	0	Y	0	7	.	. .	NF	. .	N
25	Evangelical Association	50	50	100[3]	. .	8 Ton	. .	. .	½–to full	½-to full	½–to full	6–17	75	. . .	. .	. . .	. .	. . .	. .	6–17	75	. . .	. . .	. . .	. . .	. .	5Ton	. .	. .	. . .	. .	Rg.Sal.	.	6–10	.	. .	NF	. .	. .
26	Wesleyan Methodist	0	0	0	. .	NL	Y	0	. . .	. . .	. . .	. . .	0	. . .	. .	. . .	. .	. . .	. .	. . .	0	. . .	. . .	. . .	. . .	0*[8]	Y	B	Y	0	Y	Y	0	2	.	. .	NF	. .	. .
27	Moravian Church	150[2]	112	162	. .	. . .	. .	. .	360–573	NF	400–637[2]	1–10	15	11–15	22.50	. . .	. .	. . .	. .	10–14	112.50	. . .	150	. . .	. . .	Y	0	. .	Y	Y	Y	Sp	Y	NF	.	. .	NF	. .	. .
28	Presbyterian, U. S. A.[3] (North)	200[3]	200	400[3]	150	2 Ton	Y	Y	500	500	1000	1–10	100	11–20	150	. . .	. .	. . .	. .	1–10	100	11–20	150	. . .	. . .	0	1Ton	B[10]	Y	Y	Some	Sp	0	6–10	.	. .	14–18	. .	N
29	Presbyterian, U. S. (South)	150	150	300	200	Y[4]	Y	. .	400	400	700	1–10	100	11–21	125	. . .	. .	. . .	. .	1–10	100	11–21	125	. . .	. . .	0	Y	M	Y	Y	. . .	. . .	0	. . .	. .	. .	. . .	. .	. .
30	Presbyterian Church in Canada	150	150	250	. .	NF	Y	. .	500	400	800	China	40	India	100	. . .	. .	. . .	.[7]	. . .	. .	. . .	. .	L	. . .	0	0	M	Y	Y	0	Y[21]	0	6	6	6	12–15	. .	Y
31	Reformed Church in America[8]	300	300	600	150	3 Ton	Y	Y	700–800	600–650	1200	1–10	100	11–18	150	. . .	. .	. . .	. .	1–14	150	15–18	200	L	. . .	½[8]	1Ton	B	Y	Y	Y[20]	Sp	Y	5–10	.	. .	12–18	. .	N
32	Reformed Church in U. S.[3]	300	300	600[3]	. .	0[4]	Sp	Sp	700	600	1200	1–18	100	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. . .	. . .	. . .	0	Y	M	Y	Y	Y	Y	0	7	7	7[23]	12-24	. .	Y
33	Associate Reformed	100	100	200[4]	. .	NF	Y	Y	650	500	1000	1–16	75	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. . .	. . .	. . .	. .	. .	. .	. .	. . .	. .	. .	.	. .	.	. .	. .	. .	. .
34	Reformed Pres. (Covenanter)	160	160	400	. .	Y	. .	. .	600	600	1000	1–2	5	3	10	4	15	18	90[7]	. . .	. .	. . .	. .	. . .	. . .	0	Y	M	0	Y	0	0	0	5	8	. .	8–18	. .	Y
35	Reformed Pres. (Gen. Synod)	. . .	. . .	. . .	. .	. . .	. .	. .	. . .	. . .	. . .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. . .	. . .	. . .	. .	. .	. .	. .	. . .	. .	. .	.	. .	.	. .	. .	. .	. .
36	United Brethren in Christ	75	75	0	. .	NF	Y	Y	400	300	500	. . .	75	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. . .	. .	Y	M	Y	Y	0	Y	0	3–7	.	. .	6–12	. .	. .
37	United Presbyterian	150	100	300	. .	NL	Y	Y	500	350	1000	. . .	100	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. . .	0	Y	B	Y	Y	Y[20]	Sp	Y	7	8	8	15	. .	N
38	United Evangelical Church	100	100	200[3]	Y	1 Ton	Y	. .	⅔ full	⅔ full	⅔ full	1–18	50	. . .	. .	. . .	. .	. . .	. .	. . .	100	. . .	. . .	. . .	. . .	0	½*[9]	B[10]	Y	Y	. .	Y	Y	7*	7	7[23]	12–14	. .	. .
39	Welsh, Calvinist Methodist	150	150	225	. .	$5–$75	0	. .	650	400	1000	1–10	50	11–15	75	16–18	100	. . .	. .	1–10	100	11–15	75	16–18	100	Y	Y	M[10]	Y	Y	0	Sp	0	7	7	. .	12–14	. .	. .
40	International Committee Y.M.C.A.	200	. . .	600[3]	. .	3 Ton	. .	. .	725–1000	. . . .	1100–1500	1–6	100	7–14	150	15–20	175	. . .	. .	1–6	100	7–14	150	15–20	200	. .	. .	M	Y	Y	0	Y[21]	0	6	7	. .	14	. .	. .
41	Christian and Missionary Alliance*	. . .	. . .	. . .	. .	10 Ton	0	. .	300	300	600	1–10	60	10	100	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. . .	Y[3]	Y[9]	M	Y	Y	0[20]	Sp	0	7	.	. .	12–15	. .	. .
42	China Inland Mission	90	100	190[3]	Y	0	0	. .	300[6]	300	600[6]	. . .	. .	. . .	. .	. . .	. .	. . .	. .	1–5	84	6–18	108	. . .	. . .	Y	. .	. .	Y	Y	Y	Y	Y	8	10	10	12–18	. .	. .
43	Arabian Mission (R.C.A.)	200	200	400	. .	. . .	. .	. .	. . .	. . .	. . .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. .	. . .	. . .	. . .	. . .	. .	. .	. .	. .	. . .	. .	. .	.	. .	.	. .	. .	. .	N

* See note under number at heading. N—No, none, no allowance or grant. Y—Yes. Sp.—Special, in special cases or on special request. NF—Amount not fixed, no rule, no limit, sometimes each case determined as it arises. NL—No limit. L—Limit. B—Board. M—Missionary.

1. SALARIES in various fields. Minimum and maximum, single men and single women? married couple?

American Board.....The difference between the minimum and the maximum salary of a missionary is due to the special cost of living at the place where the missionary is located, and in no measure dependent upon the length of service, except in Japan.

Free Methodist.....In addition special appropriations of $25 to $50 each. Also annual boxes of foodstuffs, clothing, etc., equaling from a few dollars to $25 or $30. Africa, India.

Christian Church.....In addition to salaries stated, special grants are made according to requirements of fields. Effect of this is to do away with fixed salary schedules.

Presby. U. S., South..... $300 to each missionary, plus transportation on barter goods from London.

2. Are salaries increased with terms of service?

AMERICAN BAPTIST MISSIONARY UNION

A. Burma, Assam and South India.

	Yrs.	Yrs.	Yrs.	Yrs.
Single Missionaries . . .	1-3, $600.00	4-10, $ 800.00	11-20, $1000.00	21, $1200.00
Married Missionaries . .	1-3, 800.00	4-10, 1000.00	11-20, 1200.00	21, 1500.00

B. Japan, China and the Philippines.

	Yrs.	Yrs.	Yrs.	Yrs.
Single Missionaries . . .	1-3, $720.00	4-10, $ 960.00	11-20, $1200.00	21, $1440.00
Married Missionaries . .	1-3, 960.00	4-10, 1200.00	11-20, 1440.00	21, 1500.00

PROTESTANT EPISCOPAL

In China, Japan and Brazil the minimum stipend is paid for the first three years. An increase is made for the next four. At the end of fourteen years the maximum is reached.

In the Philippines and Cuba the minimum is paid for the first three years and an increase is made for the next four. At the end of seven years the maximum is reached.

In Japan and China

	Yrs.	Yrs.	Yrs.	Yrs.
Single Women	1-3, $ 650.00	4-7, $ 750.00	8-14, $ 850.00	15+, $ 900.00
Single Men	1-3, 750.00	4-7, 850.00	8-14, 950.00	15+, 1100.00
Married Couples . . .	1-3, 1250.00	4-7, 1500.00	8-14, 1650.00	15+, 1750.00

For Brazil, Philippines and Cuba—see tables of minimum and maximum stipends.

Bishops in China and Japan receive $2,750 per annum. Women physicians at the same rate as single men.

LUTHERAN, GENERAL SYNOD

In India

	Yrs.	Yrs.	Yrs.	Yrs.
Single Men	1-2, $600.00	3-10, $700.00	11-15, $ 800.00	16, $1000.00
Single Women	1 2, 500.00	3- 5, 550.00	6-10, 600.00	11, 700.00
Married Couples	1-2, 900.00	3-10, 1000.00	11-14, 1200.00	15 18, 1350.00
	18, 1500.00			

In Africa

	Yrs.	Yrs.	Yrs.	Yrs.
Single Men	1-2, $650.00	3-4, $ 700.00	5-6, $ 800.00	7-8, $ 900.00
	9, 1000.00			
Single Woman	1-2, 500.00	3-4, 550.00	5-6, 600.00	7-8, 650.00
	9, 700.00			
Married Couples	1 2, 950.00	3-4, 1000.00	5-6, 1100.00	7-8, 1200.00
	8-10, 1300.00	11-12, 1400.00	13, 1500.00	

In no case shall the amount of the salary and children's allowance exceed $1,800 a year. No salary or furlough allowance during transit to or from field, except married missionaries necessarily separated from their families.

METHODIST, SOUTH

Each ten years of service entitles the addition of $100 to married and $50 to single missionaries in all fields.

METHODIST, CANADA

Salary increases from $1,000 to $1,250 (term of service not stated).

EVANGELICAL ASSOCIATION

	Yrs.	Yrs.	Yrs.	Yrs.
Married	1-4, $800.00	5-8, $900.00	9-12, $1000.00	13-16, $1100.00
Single	1-4, 500.00	5-8, 525.00	9-12, 550.00	13-16, 575.00
	17, 600.00			

MORAVIAN

Normal salary $400 to $637.50, according to term of service. Unmarried men 90 per cent. of normal salary. Single women according to nature of work.

United Evangelical Church.. Married, until 1st year's language examination passed, $800; 2d and 3d year language examination, $900; 4-9, $1,000; 10-19, $1,100—after 20, $1,200. Single, 2-3ds.

3. What allowance is made for OUTFIT to single men, single women and married couples?

American Board.....Married couples $500 on appointment and $150 at end of first year on field.
Baptist, Ontario and Quebec. No outfit. Heavy furniture.
United Baptist, Canada.....Outfit merely a loan without interest to be returned in three annual payments.
Seventh Day Baptist.....No fixed amount, only donations.
Christian Church.....Necessary outfits provided according to country. No fixed amount designated.
American Friends.....Nothing except for household furnishing.
Methodist, South.....Allowance for outfit and travel, $400 to single and $800 to married missionaries, except to Cuba and Mexico, to which only actual expense. Freight also must come out of this, also customs.
Methodist, Canada.....To China, $300 married; to Japan, $350. Single one-half.
Free Methodist.....$75 outfit for each missionary. Also $50 each for furniture after they arrive on field.
Evangelical Association.....$100 allowed married missionary for various incidental expenses or probable loss in sale of household goods, etc. Single missionary $50.
Wesleyan Methodist.....None except transportation (see refit).
Presbyterian, North.....Yes, unless not required.
United Evangelical.....Outfit allowance for married, $200; single, $100—if not provided for by personal friends. Payable three months before.
Reformed Church, U. S.....$300, single; $600, married.
Missionary Alliance No outfit allowance from general treasury. Supplied in other ways through gifts and offerings for outgoing party.

4. What allowance is made for FREIGHT to each missionary?

American Board.....Insurance to extent of $600, $400, $1,000, respectively.
Baptist, Ontario and Quebec...Traveling allowance of $350 each, or $700 for married couple covers tickets, incidentals and freight. On return voyage, $325 each. Missionaries to Bolivia get through ticket and $100 each for incidentals and freight.

United Baptist, Canada.....Each missionary provided $300 for journey to or from India as case may be. He is expected to go by fairly direct route, and by a medium class of travel, and to return the balance not required for actual expenses. If trips for sightseeing are made en route he is to pay for them himself. Wife and children taken at Board's expense, estimating $300 for each full ticket. Customs duties debited to Board with other traveling expenses.
Protestant Episcopal.....Freight included in outfit allowance.
German Evangelical.....Included in travel to or from field, which is $300 each.
Methodist, South.....$400 to single and $800 to married missionaries for outfit and travel, including freight.
Methodist, Protestant.....Freight on necessary goods and books.
Evangelical Association .....Actual freight expense for not more than eight tons on American soil and not exceeding 10 tons of cargo on shipboard, for married missionaries; one-half said amount for single, going or coming.
Presbyterian, North.....Two tons single, four tons married, and 100 lbs. excess baggage.
Presbyterian, South.....Allowed on outfit purchased in America.
Reformed Church, U. S.....Included in outfit allowance.
United Evangelical.....One ton of freight and 100 lbs. excess baggage.

5. Is allowance made for CUSTOMS duties abroad, and returning home?

American Board.....Yes.
American Bapt. M. U.....Duties abroad paid on outfit—bought with outfit allowance.
Baptist, Ontario and Quebec..Included in travel allowance of $350 each, or $700 married.
United Baptist, Canada.....Debited to Board with traveling expenses.
Reformed Episcopal.....Included in travel allowance by arrangement.
Methodist, South.....Outfit and travel allowance includes this.
Reformed Church in America.An amount not exceeding outfit grant.
Reformed Church, U. S.....No exceptions made to rule.

6. What is the HOME SALARY granted single men, single women and married couples?

American Board.....According to circumstances. Maximum, $450 single; $900, married.
Baptist, Ontario and Quebec..Furlough allowances begin on leaving field. Missionary home in Toronto. Rent charged to cover taxes, etc.
United Baptist, Canada.....Home allowance begins as soon as missionary leaves field in India and ceases when he sails from homeland. That is to say, allowance granted on voyage one way.
Free Baptist.....More by special arrangement.
Seventh Day Baptists.....Half salary.
Foreign Christian (Disciples).Same as on field.
Protestant Episcopal.....Missionaries at home on furlough while working for the Society, that is to say while subject to calls for deputation work, receive the same stipend as when in the field.
Reformed Episcopal.....Ten per cent reduction off salary.
American Friends.....
Lutheran General Synod .....Three-fourths salary; women one-half salary.
Lutheran General Council ...Three-fourths salary. If in service of Board on furlough, then full salary.
German Evangelical.....Same as on field.
Evangelical Lutheran.....Three-fourths regular salary.
Methodist Episcopal.....Home allowances graded to term of service. Married, (first 5 years), $900; next 10 years, $950; after 15 years, $1,000; unmarried, (same periods), $600, $700, $800.

Methodist Protestant	Same as on field.
Free Methodist	Usually one-half field allowance. Exceptionally more.
Evangelical Association	Full salary if in service of Board. One-half salary if not so engaged.
Wesleyan Methodist	No pay after coming home.
Moravian Church	No allowance during time traveling home. Furloughs only taken on permission. Normal salaries while on furlough.
Presbyterian, South	Supplemented according to individual needs.
Reformed Church in America	Practically same as on field. House rent allowed married couples where needed.
Reformed Church, U. S	Same salary as on field.
Reformed Presby. (Coven).	Full salary on furlough.
United Presbyterian	Suspension of allowances to children when missionaries on furlough.
United Evangelical	May be supplemented in cases of special need. Home allowance begins on arrival in U. S.
China Inland Mission	Salaries aimed at, but not guaranteed.

7. Allowance for CHILDREN at Home and Abroad.

American Board	Five, ten, and fifteen per cent of parents' salary.
American Baptist M. U	Allowance of $100 for each child in America, while parents in Africa. Allowance of $100 for each child in America, while parents from any mission on furlough, provided maximum of $1,200 not exceeded.
Baptist Conv., Ont. and Que.	No field allowance. Fifty dollars at home. Children's travel paid by Board.
Protestant Episcopal	Allowances only for education. Sliding scale of stipends is supposed to cover increasing needs of children. Field allowance, $50 for education of children. Home allowance, $250. Only two children of one family can draw these allowances at one time. No allowance till head of family ten years in service. Allowances extend to children from twelve to twenty-one years of age.
German Evangelical	On field, $60; at home, $100 to $140, according to age and sex.
Methodist Episcopal	Under 21 years, or as long as dependent on parents, $100. Between ages 14 and 21, if in a school approved by Board, $150.
Methodist Episcopal, South	Each child, $100; increased to $150 at ten years, and discontinued at 18. At home and abroad.
Moravian Church	If cared for in private families, $112.50 plus school fees; if in boarding schools, $150 up to 15 years of age; after 15 years of age an additional allowance of $300 in two instalments for boys, and $75 for girls.
Presbyterian, U. S. A	First to tenth year, $100, eleventh to twentieth year, $150. Total children's allowances paid to any one family, $650. Continued to deceased missionary's children, but not to those of one leaving service.
Presbyterian Ch. in Canada	$100 in Central India. $40 elsewhere; at home and abroad.
Reformed Church in America	On field or at home: Up to 10 years, $100; 11-18, $150. Children in this country without parents, $150 to 14 years, when grant may be made $200.
Reformed Church, U. S	$100 until age of 18.
Reformed Presby. (Coven.)	$10 at 2 years; $5 additional each year till 18 years; e. g., 3d year, $15; 4th, $20, and so on to 18th year, $90.
United Evangelical Church	See manual, section 32. $50 each child under 18. If child in school away from home, $100. If both parents, or one parent other being deceased, on field and children in United States, each $100. Grant ceases when missionary ceases connection with Board, but continued to children within age limits, if m n ary died in service.

8. Is any allowance made for REFIT of the missionaries returning a second time to their fields?

American Board.....Yes, one-half original outfit at each period.
Seventh Day Baptist.....No fixed amount.
Wesleyan Methodist.....No, except house furnishings, medicine, etc.
Reformed Church in America.Refit allowed only once; and then one-half amount of original outfit.
Christian and Missy. Alliance.Same as first outfit. Gifts and offerings outside general treasury.

9. Is FREIGHT allowed to or from field on regular furloughs?

American Board.....Yes, as needed.
American Baptist M. U.....Two tons, same as at first.
Baptist, Ontario and Quebec..Travel home and return includes freight, etc.
United Baptist, Canada.....No, but freight may be bought and paid for out of $300 allowed for journey.
Presbyterian, U. S. A.....Yes. One ton for each adult and one-half ton child, to or from field. No customs duties. Also 100 lbs. excess baggage on railway lines.
Presbyterian, U. S. (South)..Transportation on supplies bought in Soudan.
United Evangelical Church....One-half measured ton each adult and one-fourth ton each child, and 100 lbs. excess baggage. No customs duties on furlough.
Christian and Missy. Alliance.$10 to fields, nothing returning.

10. Does FURNITURE bought with outfit money become property of the Board or of the missionary?

American Board.....Property of Board first 5 years. Afterwards missionary's.
American Baptist M. U.....Medical outfit property of Board.
Baptist Conven. Ont. and Que.Furniture of Mission House property of Board.
United Baptist, Canada.....$75 worth of heavy furniture is provided in house occupied by a single missionary.
Reformed Episcopal.....Not yet considered.
Methodist, Canada.....Board. Suggested that it be made after first furlough property of missionary.
Methodist Protestant.....No outfit money, salary and house all remuneration.
Free Methodist.....Missionary, but money furnished for purchase of furnishings for house after arriving on field is property of Board, and when leaving field this must be left.
Presbyterian, U. S. A.....New missionaries report their purchases with outfit money to Mission Treasurer. An equitable return is expected where missionaries resign in three years or less.
Reformed Church, U. S..... Yes.
United Evangelical Church....Equitable return of outfit allowance if missionary retires after three years or less service for any other cause than failure of health.
Welsh Calvinistic Methodist.Missionary's after service of five years completed.

11. How is Salary Affected if Wife only is Absent in Homeland?

American Board.....Missionary on field two-thirds salary. One at home an allowance.
American Baptist.....No. Except special grant in case of unusual need. In case missionaries become *widowers*, the salary after one year is that of an unmarried man of the same period of service, except where children are dependent.
Southern Baptist (Conven.)..Left to special arrangement.
Wesleyan Methodist.....Yes, salary for the one that returns.
Presbyterian, U. S. A.....Husband receives the salary of an unmarried man, and wife receives home allowance of an unmarried missionary. Children's allowance not affected.

Presbyterian, U. S., South...No, if reasons approved.
Reformed Church.....No. But payment of part of missionary's salary made to wife at home and in some cases allowances for house rent.
Reformed Church, U. S..... Allow house rent.
United Evangelical.....Receives same salary as unmarried missionary. Wife at home gets $200.
Methodist Protestant.....No. Part of salary paid to wife at home.

12. Are HOUSES provided for all missionaries, independent of salaries?

(Unless otherwise stated house, or room, or rent provided.)

Free Baptist.....Rent paid out of salaries by missionaries.
Reformed Presbyterian.....Rent paid out of salaries by missionaries.

13. Are GATEKEEPERS Provided by Board?

American Board.....Yes, in India and certain other countries.
American Baptist.....Yes, met by missionaries' miscellaneous appropriations if required.
Southern Baptist.....Yes, as an incidental expense.
Protestant Episcopal.....Yes, where a number of houses or institutions within same compound.
American Friends.....Yes, where necessary.
German Evangelical.....Yes, no gatekeepers, but coolies for compound and night watchmen.
Lutheran (General Synod).....Yes, a night guard.
Methodist Protestant.....
Methodist, Canada.....Yes.
Presbyterian, U. S. A.....Yes, in some cases, through regular mission estimates and Board's appropriations.
Presbyterian, South.....Yes, if necessary part of work provided by appropriation.
Presbyterian, Canada.....Yes.
Reformed Church, America..No, except in case of schools.
Reformed Church, U. S.....Yes.
United Presbyterian.....Yes, if service to mission building. Incidental service to missionaries not considered.
Christian and Missy. Alliance.No, except in case of a general missionary's house.

14. Are Special MAIL CARRIERS Paid by the Board?

Only seven answers, all No.

15. Is allowance made for keep of HORSE?

American Baptist M. U.....Allowance in few cases. In many others expense met by appropriation for mission travel.
Baptist, Canada.....$100 allowed each missionary for traveling expenses on field. This covers horse keep.
Southern Baptist.....By special request.
United Baptist, Canada.....An allowance is granted each year for traveling purposes in the interest of the work, and out of that, part of the upkeep of a horse may be charged.
American Friends.....Yes.
Lutheran (General Synod)....Fixed allowance of $100 to station missionaries; allowance to cover all expenses to traveling missionaries.
Lutheran General Council....$80 a year.
Presbyterian, U. S. A.....In some cases where horses indispensable for itinerating and included in Mission estimates.
Presbyterian, South..... ..All expenses when necessary part of work provided by appropriations.
Reformed Church, America...Only in India to single men and unmarrieed women.
Reformed Presbyterian.....Yes.
United Presbyterian.....Yes, for special itineration work. Amount determined by Mission rather than Board
Welsh Calvinistic Methodist.Determined by Board.

16. Are BOATS that may be needed for missionary trips owned by Board, or hired at Board's expense?

American Board	Both. As facilities for travel in Micronesia increase, number of vessels being reduced.
American Baptist	Board owns a few boats. Expense for hire is met by appropriation for mission travel in miscellaneous appropriations for work.
Southern Baptist	Hired at Board's expense.
Baptist, Canada	Yes, owned by Board and cost of upkeep paid by Board.
Seventh Day Baptist	Yes, hired by Board.
Christian	Missionary pays expense of such boat.
Protestant Episcopal	Boats in one or two cases assumed to be part of equipment of Mission, the Board does not hold title same way as to property. In some cases appropriations made for travel to country stations.
Lutheran (General Synod)	Boats hired by Mission, also owned by it.
Lutheran General Council	Boats built at expense of Board or bought by Board and therefore are property of Mission.
German Evangelical	Included in allowance for itineraries of missionaries.
Methodist, North	Board has not owned or provided missionary boats.
Methodist, South	Paid out of travel allowed by Mission.
Methodist, Canada	When boat trips required, expense borne by Board.
Wesleyan Methodist	Hired
Presbyterian, North	In some cases boats owned or rented through appropriations from Board.
Presbyterian, South	If needed, out of appropriations.
Reformed Church, America	One boat owned by Board for missionary trips in China.
Reformed Church, U. S.	Yes.
Reformed Presbyterian	Necessary traveling expenses met by Board.
Welsh Calvinistic Methodist	Expenses for trips are allowed.
Christian and Missy. Alliance	Own only one boat in Africa. Board pays for hire if used for general mission purposes.
China Inland Mission	All traveling outside of missionary's district provided for by Mission.

17. Does Board make grant for LANGUAGE TEACHER?

Answers tabulated. Only three Noes.

18. Does Board Provide for MEDICAL ATTENDANCE?

American Board	Special cases where expense is exceptional.
American Baptist	Special grants for unusual medical expense.
Southern Baptist	No. Except by special request of mission or missionary.
Baptist, Canada	Medicine and traveling expenses of medical missionary paid by missionary patient.
Seventh Day Baptist	Yes.
Christian	Yes, we pay medical bills of missionaries.
Protestant Episcopal	Yes.
Reformed Episcopal	
American Friends	Yes.
Lutheran General Synod	Yes.
Lutheran General Council	Special cases dealt with as they arise. No general provision.
German Evangelical	Yes, if expenses are very heavy.
Methodist Episcopal	Not regularly, cases of prolonged or severe illness customary. Board pays whole or part on application.
Methodist Episcopal, South	In China, Japan and Korea a percentage of salary is allowed for medical attendance.

Methodist, Canada.....Yes, if attended by medical man other than own medical missionary.
Methodist Protestant.....Special, not under ordinary circumstances. Special appropriations would be made to meet extreme cases.
Free Methodist.....Yes, to some extent it has.
Wesleyan Methodist.....Yes, medical attendance free to missionary.
Moravian .....Yes.
Presbyterian, North.....Board makes grant or supplies medical missionary except in North and South America.
Presbyterian, South.....Yes. Not for medicines.
Presbyterian, Canada.....Not own missionaries. Expense of consultation or hospital treatment frequently paid by Board.
Reformed Church America ...Lump sum granted each mission for medical attendance out of which individual medical bills are paid.
Reformed Church, U. S.....Yes.
Reformed Presbyterian.....No. All fees received by medical missionary paid into mission treasury.
United Evangelical.....Yes, included in estimates for appropriation, unless medical missionary at the station; then service free.
China Inland Mission.....Allowance made when necessary.

19. Are medical missionaries expected to charge for attendance on your own missionaries, or on other missionaries?

It is the general rule with the Boards not to make any charge for services to missionaries, either of own or other Boards. In some cases it is optional with the missionary doctor. One Board reports that such a charge is made to its own missionaries. One other Board reports no charge to own missionaries, others charged.

20. Are Sanitaria maintained in any of your fields for benefit of missionaries?

American Baptist M. U.....In one or two fields. Missionaries using them expected to make some payment.
Free Baptist.....One in India.
Protestant Episcopal.....Only in China.
Methodist, North.....Yes, in several fields.
Wesleyan Methodist.....One in process of building.
Presbyterian, U. S. A.....In some fields.
Reformed Ch. in America...In India and China.
Missionary Alliance.....Summer resorts in several fields.

21. Are SPECIAL grants made for health trips or vacation allowances?

American Baptist.....Missionaries in Philippines allowed one brief trip in each term to Japan at expense of Board.
Prot. Episcopal.....Allowance in China and Japan for "summer rents." In case of breakdown and need of change of climate, expense home by Board.
Lutheran (General Synod) ....Yes, $25 each.
German Evangelical.....In such cases we refund traveling expenses.
Wesleyan Methodist.....Yes, to the mountains only.
Presbyterian, U. S. A.....Annual appropriation in India for health change —mission distributes as needed. In other fields only exceptionally made.
Presbyterian, Canada.....In India annual allowance "Hill Expenses." Single missionaries $90, married $140. No allowance elsewhere.
United Presbyterian.....Allowance for travel to regular summer sanataria.
International Committee .....In Cuba, Philippines, Brazil and Argentine a maximum allowance of $75; medical of $50 in case of married men. For unmarried men, $30; medical service, $20.

22. Are Schools for Missionaries' Children maintained on the field? If so, do children receive free tuition?

Southern Baptist.....Yes. They usually attend mission day-schools along with native children.
American Friends.....American teachers are provided for children.
Methodist Episcopal.....None now. Did have one in Foochow but was supposed to be self-sustaining. Board paid outgoing and homeward expenses of teacher.
Methodist, Canada.....One being now established in Chentu, China. Children's tuition will be provided from children's allowances.
Free Methodist.....Thus far children of missionaries have been taught by one of their number or they have employed and paid a teacher.
Presbyterian, U. S. A.....One school in India for English and Eurasian children, not free tuition. In some large stations missionaries combine to support small school.
Reformed Ch. in America...In India, at Kodak-Kanal, maintained by this Board and A. B. C. F. M. Children of missionaries of two supporting missions, free. Children of other missions pay fees.
Missionary Alliance.....Just beginning to enter upon this phase of the work.
China Inland Mission.....Children of missionaries receive free board and tuition in schools of mission located at Chefoo.

23. Have you a Fixed Term of Service? If so, what is length of first, second and third terms?

American Baptist.....(See Manual leaf.)
Southern Baptist.....Africa, three years.
Baptist, Canada.....7 years +. Not compelled to furlough. Often want to stay too long.
Christian Church.....Japan, single women 6 years; married, 7; no rule about single men. Second and third terms 10 years. Porto Rico 2½ years for all; and same later terms.
Lutheran (General Synod)....7 years ; women same as men.
Lutheran (Gen. Council)....5 years for women, which is considered too short.
Methodist Episcopal, South.Supposed to stay 7 years. Not fixed. Bring them home as occasion may demand.
Methodist Protestant.....7 years first term, 8 years second and third term.
Methodist, Canada.....Japan, 7 and 10 years. China, 7 and 8 +.
Presbyterian, North.....6 to 10 years. (See Manual, p. 17.)
Reformed Ch. in America...No fixed term. Generally understood 7 years in China and Japan; 5 years in Arabia; 8 to 10 in India.
Reformed Church, U. S.....7 years married men; 5 years single women.
Reformed Presbyterian.....5 years (optional furlough) with understanding of returning to serve full second term of 8 years.
United Evangelical.....7 years +. Single women, first term, six years, if desired, but advise longer if compatible with health and efficiency. In missions where exceptional conditions of climate render shorter terms necessary, determined by Board.
Missionary Alliance.....Generally 7 years; health or climate may alter custom.
China Inland Mission.....First term 8 years, but usually averages less. Second term 10 in cases of good health.

24. What is specified length of time for furlough?

(Absence from Field.)

The indefinite period, 12-14 months, may be either that the furlough is reckoned from time of arrival in America or Canada or absence from Station. In India, where 18 months is often the rule, it generally means 18½ months' absence from Station.

American Baptist	"One winter and two summer seasons."
Baptist, Canada	Nominally one year, but generally lasts from Spring to second Autumn.
United Baptist, Canada	18 months. If health does not permit return to field after 18 months, furlough may be prolonged.
Christian Church	Porto Rico two to three months. More at Board's discretion.
Protestant Episcopal	Six months at a time in China, Japan and Brazil. In Philippines one year at a time. No definite furlough rule for Cuba.
Lutheran (Gen. Synod)	Africa, 1st, 6 months; 2nd, 12 months. India, 1st, 15 months; 2nd, 18 months; 3rd, 2 years.
Methodist Protestant	Not less than six months; usually one year.
Evangelical Association	As long as Exec. Com. or Board may direct.
Presbyterian, North	(Manual, page 18). One year at home the rule after full time on the field. Exceptions in the case of Africa and India.
Presbyterian, Canada	One year for Central India missionaries; 15 months for others.
Reformed Presbyterian	After five years, eight months, including travel. At end of each term of eight years he can have furlough of 18 months.
China Inland Mission	12 to 18 months, according to length of service preceding.

25. What Provision is made for a Retiring Allowance?

Four Boards, same provision as superannuated ministers. Twelve Boards make special grants when necessary. Sixteen, no provision—only one Board has definite rule.

26. Is Salary Continued during Transit to and from the Field? When does Field Salary begin and end? When does Home Salary begin and end?

American Friends	Field salary continues at home.
Lutheran (General Synod)	Placed on furlough allowance from the time they leave field. A new missionary's salary begins on arrival on field.
Methodist Church in Canada	Field salary ends when leaving field. Home salary continues until he returns to field.
Methodist Protestant	Field salary continues while at home. Expected to work in the interest at home.
Free Methodists	Field salary ends when they leave field and begins when they leave home.
Presb. Church in Canada	Field salary begins when missionary reaches field. Field salary ends and home salary begins when missionary leaves the field.
Reformed Church in U. S.	Salary continues during furlough.
Reformed Presb. (Covenanter)	Salary the same on field and on furlough.

WILLETT PRESS
INC. NEW YORK